

Congratulations to Karen Morris



30 YEARS

Karen Morris, a senior office supervisor in Real Estate, recently celebrated 30 years with BART. She joined BART in February 1967, and had a chance to watch BART grow from its infancy to the 95-mile system it is today.

"The first 12 years were the most exciting and rewarding because it was the beginning of BART," says Karen. "It was fun to watch the tracks being laid for the first time, and to walk in the Transbay Tube before it was official opened for revenue service. Those were once in a lifetime experiences that for most people at BART are just brief mentions in an orientation session. I was there and remember the early days."

Karen looks forward to retirement in five or six years, and to experience a few more exciting times at BART before she goes. "The ribbon cutting ceremony at a new station is fun," she says, "and the new Dublin/Pleasanton BART Station is along the most scenic route." (She lives nearby). "But, still, not as much fun as the very first stations in the 1970s."

Open Letter From Tom Margro

They say an organization is only as good as its people. Well, with that in mind I want to take this opportunity to say congratulations to all of the people at BART for the successful opening of our new Dublin/Pleasanton Line. Each and every one of you contributed in one way or another to make it all happen. As someone who worked on the extension program when I first came to BART back in 1990, I am especially proud when I now see trains running along the freeway medians in Eastern Alameda and Eastern Contra Costa Counties, not to mention trains that roll in and out of a new station built over a working yard in Colma. That's because I remember when the page was blank. And it's testament to the BART organization, the BART people who are the organization, that have brought these products of the system's progress and continuing evolution to reality. When I look around the country and see how other organizations fare in their endeavors to progress, I believe we are second to none. Thank you all for a job well done.

T. E. Margro

Thomas E. Margro, General Manager



Honored for 25 years of service to BART recently were (left to right) (front row, kneeling) Darrel T. Benner, Ruben Alcala, Jaime Ubaldo, John Wong and Alfredo S. Lagaya, along with (standing, rear) Irvin C. Hunt, Michael Biehn, William Civitello, Donna Marshall, Morris Martin, Kwok Chan, Louis Robinson, Bill Espino, Clifford Payne and Larry Dingman.

25 YEARS

On The Road to Victory at the BART Rodeo

BART employees, family and friends gathered at the Hayward Yard on April 26 for the annual Rodeo competition. The event was hosted by ATU 1555 and SEIU 790.

Onlookers cheered as train operators, station agents, vehicle maintainers, track workers and Power and Way electricians put their skills to the test through the grueling competition. Employees competed for prizes and a chance to attend APTA's International Rail Rodeo being hosted by Washington Metropolitan Area Transit Authority on June 7 in Washington, D.C. Train operators competed in emergency operations; route alignment; stop-ping distance and trouble-shooting (isolating and correcting a malfunction).

First- and second-place winners B.J. Vining and Stanley Tsang will represent BART at the international competition in Washington, D.C. Congratulations also to third-place winner Mario Estevez.

Station agents were tested on Automatic Fare Collection; "fingertip" maintenance (correcting minor malfunctions); ticket interpretation, station inspection and "needlestick" procedures (safely recovering syringes left in stations). The "top gun" station agents were Mary Ann Engler-Contreras, Mariano Vila and Tera Stokes.

In the Rolling Stock & Shops competition, transit vehicle mechanics, electronics technicians and inspectors vied for the top three places in their respective events. The first-place winners in this group comprise BART's Maintenance Team that will compete in Washington, D.C.

Congratulations to transit vehicle mechanic James Riddle, Jr., and transit vehicle electronic technicians Edward Christian and David Mohn.

"It should be noted that James Riddle Jr. has been the first place winner for three consecutive years," said Martha Taylor, Assistant Chief Transportation Officer, C Line, and Transportation Rodeo Chairperson.

"B.J. Vining's first place and Stanley Tsang's second place are also repeat for the second year." Second- and third-place in Mechanical Maintainer went to Mark Stowers and Kenneth

Morgan; in Electronic Maintainer to Gregory Graham and Greg Suzukawa; and in Overall Maintainer to Carl Ambrose and John Floris.

Electricians competed in CAD welding (linking C-bond wire to running rail), conduit bending, lighting control wiring and ballast (outdoor fixture) change out (using a bucket truck). All were tested on proper use of equipment, accuracy speed and safety.

The Maintenance and Engineering competition produced a winning team of building workers -- Joseph "Bud" Petersen Jr., Michael O'Connor and Manuel Avila.

Hayward was declared "Top Yard" while "Top Shop" went to Richmond; the top scoring line was the C Line.

After the competition, everyone enjoyed BBQ and live music by "The Band" from Richmond Shop, along with an employee arts and crafts fair and a health fair, presented by the Benefits Section of BART's Human Resources Department. Kaiser Permanente and Health Net were on hand to answer questions and present

door prizes, said Nicole Brown, assistant benefits analyst.

"We really focused on health education, with kids' games, drawings and a health trivia contest," said Nicole. Children under age 7 who drew silver balloons from a jar received passes to Fairyland; other games required guessing the correct number of cotton balls in a jar.

"We were also successful in securing prize donations," she added, noting prizes from the San Francisco 49ers, Dreyers Grand Ice Cream and the Oakland Museum. The Grand Prize of two passes to a Bill Graham Presents show at the Shoreline Amphitheatre went to train operator Elizabeth Resnick.

Elizabeth won the health trivia contest, answering correctly to "Name the largest organ in your body" (skin) and "the percentage of water in your body" (95%).

Also participating in the health fair was the Judie Davis Bone Marrow Foundation. "We have been talking about starting a bone marrow donation program at BART," Nicole said. Anyone who is interested in this kind of program should contact Nicole at extension 6238.

"Thanks to everyone who volunteered to help make this year's Rodeo one of the best," said Maintenance Rodeo Chairperson Tamara Allen, Manager of Rolling Stock & Shops at the Richmond Shop. From judges to coordinating lunch and entertainment, BART employees shined.

"It is our intent to bring home the 'gold' this year at the international Rodeo," stated Martha Taylor. "The local winners are all seasoned veterans and repeat contenders at the international competition."

Thanks to committee members Dave Noecker, promotions; Julie Yim, food; Ellie Door, arts and crafts; Angie Canning and Glenda Jennings, entertainment. "We couldn't have done it without you," said Martha. 

BART RODEO



Recent BART retirees are shown at their retirement dinner on April 3. Kneeling left to right: Adonis Kelly, John Veasy, Lucille Goebeler, Donald Aguilar, Hinako Uchida, Minoru Ehara, Margie Morrill, Al Garcia, Robert Elam, Richard Lee and Manual Da Branca. Standing left to right: Evelina Tavares, Lula Gray, Hinman Owyang, Ralph Woodson, Jo Ann Eichmann, Paul O'Gara, George Belluomini, Raymond Keirle, Tom Margro (Presenter only), Bill Davis, Vince Mahon, Jim Sung, Walter Dooley, Erich Hoff, Myron Fong, Charston Easling, William Bolden, Jane Troy, James Cattran, Hernan Cordonero, Herbert Dunbar and Harold Skillman.

New MARIS Program Begins

As the MARIS Renewal Project begins its second year, the Wayside Power Mechanical Group has begun to use the features of the new MARIS system.

MARIS - the acronym for Maintenance and Reliability Information System - provides information on BART's vehicle fleet, elevators, escalators, tracks and stations. Through a two to three year upgrade project, new applications will assist maintenance personnel to improve train and equipment reliability, data collection and storage, and incident-reporting procedures. The system can be custom-designed to fit the needs of each department that it serves.

On May 10, the first phase went into production in Wayside Power Mechanical to see how quickly and frequently the new system can process preventive maintenance schedules, crew assignments, incident and repair reports, along with operational, administrative and current reports.

The MARIS Project Team recently previewed the system to about 100 BART employees, who got an on-screen look at some of the new system's features (see chart).

In March 1996, BART's Board approved the project to initially upgrade the Power Mechanical Group's data collection and reporting system. Once that phase is concluded, BART staff will finish the project with assistance from IBM consultants.

John L. Thomas leads the MARIS Project Team, which also includes Bill Moore, Chuck Church, Cathy Lee, Charlie Joyce, Hallie Gould, Larry Loos, Chuck Vajdovsky, Dick Kerrigan, Jon Smith and Ray Arcement. More information on the MARIS Project is available by calling John Thomas at extension 6833. **b3**

| WS011 -- Wayside Pilot Main Menu | |
|---|---|
| File Edit Common Queries Reports Setup Help | |
| MARIS II Pilot Project | Maintenance <ul style="list-style-type: none"> Incident Reporting Crew Assignment Work Reporting |
| | Planning <ul style="list-style-type: none"> Absence Scheduling PM Scheduling |
| | Administration <ul style="list-style-type: none"> PM Status Change PM Equipment Maintenance Code Table Maintenance |
| Exit | |

Open House Held for New East Bay Stations

BART employees and their families caught a "sneak preview" of the new Castro Valley and Dublin/Pleasanton BART Stations on Saturday, May 3. About 1,000 people attended open house events at the two new stations.

Employees who rode the system to the Bay Fair BART Station completed their trip to the new stations on a special shuttle train. Once inside, guests were treated to refreshments, entertainment and station tours. The Open House also featured a raffle and door prizes, including Grand Opening and BART logo t-shirts, sweat-shirts, hats and buttons and commemorative souvenir tickets with the new station designs.

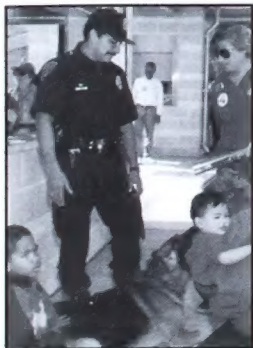
Following up on a new tradition begun at the opening of the Pittsburg/Bay Point BART Station, the event featured BART's Second Classic Car Show, which included about 15 cars. As before, employees voted to select the Best of Show automobile; the honor went to Steve Denegri for his Dodge Viper high performance sports car. Entertainment included perfor-

mances at the Dublin/Pleasanton BART Station by D'Slamm, a jazz and rock group, and by the Island City Big Band at the Castro Valley BART Station. The BART Police conducted their popular canine demonstration, while clowns, balloon artists, and a children's Bounce and slide rounded out the entertainment offering.

Regular passenger service began on Saturday, May 10 at both stations, which represent the first new BART line since the system opened in September 1972. **b3**



The "Best of Show" automobile honor went to Steve Denegri for his Dodge Viper high performance sports car. Pictured left to right: BART General Manager, Tom Margro, Steve Denegri and BART Director Pete Snyder.



5th Annual "Daughters to Work" Day

Education is the Ticket to Confidence

Some 300 daughters and their parents visited the BART district offices on April 24, as the District hosted its fifth annual "Take Our Daughters to Work" program, which included a Career Exploration program at the headquarters site and workplace activities with parents.

The systemwide program is designed to "allow each daughter a first-hand view of the equal opportunity career options available at BART," said Deputy General Manager Dorothy Dugger. Besides attending a formal program, Dorothy also encouraged BART employees to mentor a daughter, so she could experience the actual work environment at BART.

Co-organizer Fannie Mackson said originally 200 daughters were registered by the deadline. "But we got so many calls from parents at the last minute asking to bring their daughters," she recalls, "that about 300 actually showed up." Fannie was assisted in organizing the happening by Michelle Cohen, Karen McDaniel and Dave Noecker.

The Career Exploration event was held in morning and afternoon sessions, beginning with a welcome from Paul Oversier, Chief Transportation Officer. Each daughter received a souvenir t-shirt with the event's theme, "Education - The Ticket to a Lifetime of Confidence."

Daughters heard remarks about confidence by Kathy Mayo (morning) and Dorothy Dugger (afternoon) and then split into groups to attend four different activities - a panel interview, self-esteem exercise, a tour of the Operations Control Center and a BART Police Canine Demonstration. "We rotated each group so that everyone had a chance to participate in the entire program," noted Fannie. The entire group then reconvened to play the "BART is Right" game show.

For the panel interview session, daughters were divided by age group and invited to interview 25 BART women employees about their careers. Each girl received a questionnaire as a guideline, and many made up their own questions, including asking one BART employee what was her favorite ice cream flavor. With each interview, the daughters received a ticket for a drawing later on, which included teddy bears, chocolate books and t-shirts.

Our panel was very involved in their conversations with the daughters," said Fannie. "It's obvious that they learned a great deal about careers and opportunities in life."

For the self-esteem exercise, daughters broke into five sub-groups by age and met with BART Group Leaders who led them in self-esteem writing exercises. The daughters took home a souvenir binder with their writing exercises and panel interview questionnaires.



Co-organizers Fannie Mackson (left) and Karen McDaniel.



Daughters then toured the Operations Control Center and watched a dog obedience exercise by BART Police.

Corina Ninayahuar of Maintenance and Engineering led a group for the second year. "The younger girls were tended to fantasize, while the teens were talking about college and such careers as pilot, veterinarian and doctor," she said. "And they got a chance to talk about what interested them or what they were good at; several girls discovered what they had in common."

Finally, everyone got a chance to play "The BART is Right," fashioned after the popular television game show, "The Price is Right." The game was first presented in 1994 and has been repeated at most "Daughters" events "since it's so much fun," said Fannie.

"The role of 'Bob Barker' was played by Paul Oversier, while our 'come on down' talent was Rudy Crespo and Anita Sanchez," said Fannie. "It was very entertaining; everyone really got into the game-show atmosphere."

Three sets of four contestants were called to "Come on Down" and guess the price of components used in different BART jobs. BART employees talked about their jobs, showed job-related items and then asked daughters to guess the price of these items.

Michelle Cohen asked contestants to guess how many Train Operator applications she has to screen, while Susie Kimball demonstrated building repair tools and Vivian Faye presented a video tape and manual on the Americans with Disabilities Act. Charlotte Newton and Antonette Bryant modeled their Station Agent uniforms. The three first-round winners advanced to the Showcase Round, where they had to guess the collective price of a BART jacket, BART t-shirt, BART women's watch, a fannie pack and two tickets to Great America. The Grand Prize winner received the entire Showcase line-up.

Thanks go to the many BART employees who helped make "Take Our Daughters to Work Day" special for daughters. "More than 50 employees participated in the program, with another 20 working behind the scenes," says Fannie. "It was hard work, but worth it after seeing the smiles of the daughters, employees and happy parents."

As Group Leaders, thanks go to Jo Olmes of Human Resources; Corina Ninayahuar of Maintenance and Engineering; Anita Sanchez



see **Daughters** on page 8

Employee Smoking Policy Clarified

As state law requires employers to prohibit smoking in enclosed places of employment, General Manager Tom Margo reminds all BART employees that the District policy prohibits smoking inside all District facilities, buildings, structures and vehicles.

The current policy was first enacted in 1987 and revised in 1990. All BART employees must adhere to the policy whenever on District property, both on duty and off duty, notes Tom.

Besides the employee policy, the District's Board of Directors recently enacted a new policy for patrons, prohibiting smoking inside District facilities.

Following is the District's current employee policy on smoking:

- Smoking is strictly prohibited in areas where a fire threat or other hazard or an interference with sensitive equipment or material exists as determined by the District and inside all District facilities, buildings, structures and vehicles.
- Designated smoking areas, which shall be out of doors and in an area which does not create a fire threat or hazard, will be

identified on a case by case basis as required. At locations where several departments work in the same facility, building or structure, the senior management person will designate the smoking area.

- Employees who violate this procedure are subject to discipline up to and including discharge.
- Disputes will be resolved by the Department Manager of Employee Relations upon receipt of a written complaint.
- Smoking means the carrying, holding or burning of a lighted pipe, cigar or cigarette of any kind, or any other lighted smoking equipment or the lighting or emitting or exhaling the smoke of a pipe, cigar or cigarette of any kind.

Questions on the policy may be directed to an employee's supervisor or manager. Employees who wish to inquire about District benefits for those who wish to quit smoking can call their health plan (number on the reverse side of the plan card) or BART's employee assistance program at 1-800-834-3773. **b2**



EEO Process Explained

Employees who feel they have been discriminated against or harassed may file an Equal Employment Opportunity (EEO) complaint with BART's Office of Civil Rights (OCR).

Grounds for an EEO complaint include discrimination under several categories, including race, sex (including sexual harassment), sexual orientation, age, national origin, religion, disability, color, marital status, ancestry, medical condition (cancer), family and medical leave (compliance), pregnancy disability and Vietnam era veteran and other non-job related criteria. Harassment complaints cover derogatory comments or other actions that create a hostile, intimidating or offensive workplace.

Following a review and investigation by OCR staff, the office issues findings and recommends appropriate action in conjunction with department administrative staff to remedy the matter.

"One of the purposes in our recommending a remedy is to make sure all BART employees understand what is acceptable in the workplace," says Sharon Moore, senior analyst in charge of complaints. "We want to focus on what we can do to make the environment better, even if we're recommending disciplinary action to resolve a wrongdoing."

Employees filing an EEO complaint should not also have a labor grievance filed on the same subject. "OCR does not get involved in the employee grievance process," said Sharon. "If you believe the matter can be resolved better through your union, you can opt for that method, but we will defer to the grievance regarding a complaint on the same subject."

Complaints can be filed informally, by phone or in person, or formally, with a written complaint. OCR staff will then review the complaint, interview witnesses and others, make findings and communicate the results of the investigation to the complainant, respondent and appropriate administrative staff.

Remedies to resolve a complaint may include counseling, changing a procedure or decision, oral or written reprimands, discharge or suspension, reversing a decision and facilitating an apology. Last year, OCR handled 102 complaints. As of March 3, 1997, 58 complaints had been processed for the current fiscal year, with 47 of them reaching resolution.

Race discrimination constituted 34% of complaints in fiscal

1996, while sex discrimination was the subject of 16% of all complaints. Age and disability discrimination complaints totaled 8% and 5%, respectively, while sexual harassment was the subject of 14% of all complaints.

"We want to encourage all BART employees who may have a question or concern about the District's EEO complaint process to contact OCR with any concern, suggestion or question," said Sharon, who may be reached at 464-6107; the general OCR number is 464-6100. The office is located at 1330 Broadway, Room 701, Oakland, CA 94612. Employees wishing complaint forms may contact OCR by telephone with such a request. **b2**



Salutations were recently extended to BART employees achieving 20 years of service with the District. Pictured (left to right)(kneeling, front row) are Ron White, John Prowznik and William Thomas, along with (standing, rear) Leland Chew, George Rohrback, Linda E. Spragens, Luice Wei, James Stevens and Frederick Braese.

Bowling Tournament Draws Family and Friends

The BART Bowling League celebrated Mothers Day and Memorial Day at May Tournament held on Saturday, May 24. The fun began at 3:00 p.m. at the Pinole Valley Lanes, 1580 Pinole Valley Road, Pinole. Play was open to BART employees and their families, age 18 or older.

The singles tournament presents trophies to the top five bowlers, which rotate monthly to the new winners. Prizes also go to the High Game and High Series for women and men. "We're keeping track of everyone's score and average for the season," Andy added. The league uses a handicap system to keep scores closer together and promote player camaraderie.

The league celebrated Easter and Spring at tournaments held March 22 at Pleasant Hill Lanes and April 26 at Diablo Valley Lanes in Concord. "We welcomed four new players in March - Glenda and Arthur Lewis, Suzanne Hicks and Janet Wells," said Andy. "We're glad they came out to play and invite others to come bowl with us."

Fifteen bowlers participated in the March tournament, which produced as the Top Five players Dick Jann (719), Don Wells (707), Arthur Lewis (659), Ely Divino (647) and Johnnie Hicks (623). High Game went to Dick Jann (276) and Beverly Carson (235), while High Series went to Don Wells and Millie Sowell (586). Also on hand for the fun were David Hood, Andy Williams, James Bonds, Juanette Reese, Suzanne Hicks, Glenda Lewis, Janet Wells and Harry Straub.

The April tournament saw a lucky 13 players, with the Top

Five trophies going to William Person (686), James Bonds (659), Dick Jann (595), David Hood (576) and Arthur Lewis (574). High Game went to James Bonds (255) and Beverly Carson (222), with High Series going to William Person and Glenda Lewis (533). Thanks to all the other bowlers who joined in the tournament - Andy Williams, Johnnie Hicks, Juanette Reese, Harry Straub, Don Wells and Suzanne Hicks.

The tournament fee is \$20 per person, which includes three games and cash prizes. For more information, contact Beverly Carson, ext. 4203 or Andy Williams, ext. 5153. **b3**

GREAT IDEAS BY BART EMPLOYEES



BART employees help increase efficiency and save costs by presenting their ideas for improving BART to the Employee Suggestion Program. They are duly rewarded for their proposals.

Here is a recent awardee and his idea:

Ron White, Foreperson II, Facilities Maintenance Division:

New concrete benches are being installed around the system as part of BART's station rehabilitation program. These concrete benches weigh approximately 300 pounds, creating a definite challenge for employees who have to lift and transport them to their sites. Ron White modified an old pallet jack to accommodate the benches, thereby creating a safer and more efficient method to move the structures. Finding a better way to move 300-pound benches earned Ron a \$150.00 safety award. **b3**

ScuttleBART

As Honest as the Day is Long

Imagine if you put something of value in your desk and completely forgot it was there. Then, years later, a kind and honest soul discovers your treasure, tracks you down and returns it. That's exactly what happened for former BART employee Anne Meloy.

Peggy Watts of Information Technology was cleaning out an old desk and discovered a \$100 savings bond, issued in 1988 to Anne Meloy. "I called Kat Price in Human Resources to see if we still had an address for Anne and we did," recalls Peggy. "I mailed it to Anne, who called me to say thanks. She was very surprised and very grateful."

In a note to Jim King, Anne said, "Not only was she honest enough to try to locate me to return (the bond), after nearly 10 years she was able to. We don't often see this happening in our world today."

Congratulations, Peggy, on your good deed.

Mileage Rate Goes Up

As of February 1, 1997, the mileage reimbursement rate for employees who use their personal vehicles for company business is 31.5 cents per mile.

The increase follows the guidelines set up by the Internal Revenue Service. **b3**



Congratulations were extended recently for 15 years of service to BART to: (left to right) (front row, kneeling) Bill Wong, Jack Westlie, Lanny Lum and Thomas Curran, along with (standing, rear) George Ennis, Gregory Savage, Paula Fraser, William Belford, Irma Padilla, David Freeman, Merlin Wright, Wanda Posey, Alexis Popov and David Laursen.

New BART Employees, Promotions

Dick Wieczorek has been promoted to Division Manager, Contract Administration, as of March 12, announces Mike O'Conner, Manager of Contract Management.

Dick has extensive procurement experience with the Defense Logistics Agency, as part of this 23-year career with the U.S. Navy prior to his joining BART in 1992. Dick is the former Director of Procurement for the Naval Supply Center in Oakland, the former Purchasing Director for Mare Island Naval Shipyard, and the former Purchasing Director for the Naval Supply Depot in Guam. He holds a masters degree in Inventory Management from the Naval Postgraduate School in Monterey. Dick also completed two ship-board tours in Vietnam and the Far East (Japan, Diego Garcia, Philippines).

As senior engineering contract administrator, Dick had been the acting division manager since fall 1995, noted Mike. As division manager, he will oversee Madison Square contracts, Millbrae contracts and Transit System Development contracts.

Patricia Sivigliano joins BART as the new classification and compensation analyst in Human Resources, and will handle all classification and compensation issues, along with Fred Butler. Pat comes to BART from UC Berkeley and is a Certified Compensation Professional by the American Compensation Association. Pat can be reached at extension 6202.

Sharon Fagan joins BART as the new management development specialist in Training and Development, announces Department Manager Alex Zermeno. She has an extensive background in supervisory and management development, including programs in situational leadership, strategic planning and leadership, performance appraisal, time management, communication skills and career development. Sharon has been a non-commissioned officer and Academy Instructor in the U.S. Air Force; regional training manager for a subsidiary of the Dial Corporation; training officer for the Arizona Dept. of Revenue and the training manager for Harrah's Ak-Chin Casino. She can be reached at extension 6292.

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Give Blood... Save A Life

For several years, BART has cooperated in joint blood drives with ABAG and MTC.

But a decline in participation means that the community does not have enough blood to sustain an emergency need, says Lois Tucker, legal assistant with MTC and blood drive organizer for her agency.

"All our blood donations benefit the Alameda-Contra Costa Blood Bank, which makes whole blood and blood components available to disaster victims, those requiring blood transfusions and those with blood disease.

"The blood banks and hospitals are supposed to have a three-day supply at any given time to meet the needs of a disaster or emergency," notes Lois.

"Currently, they usually only have a one or two-day supply. This means the community blood supply does not meet the potential need."

A drive in April drew about 30 employees. "We need 70 to 80 to really make it a decent blood drive," said Lois. Two more joint blood drives are scheduled later this year - July 15 and October 15. The blood bank will send a blood mobile to park outside the MTC building. Posters will go up near these dates, says Lois. "Please watch for posters and fliers, and mark these dates to come in and donate blood. It's essential for the community, and to save lives in a disaster."

If the response is large enough, the blood drive could be held in the MTC Auditorium. Anyone with questions concerning the blood drive may call Lois at 464-7712. **b**

How To Balance Work & Personal Practices

How can BART help employees balance their work responsibilities with their personal lives? The Work and Personal Practices Committee (WPP) wants to hear your ideas.

WPP is an ad hoc committee of the Joint Labor Management Committee, and will work to develop programs that are acceptable to management and employees. "Our goal is to help employees attain balance and flexibility," says Laura King, WPP committee chair. "This improves productivity and employee morale, which enhances service delivery and increases customer satisfaction - BART's ultimate goal."

The WPP is looking for ideas to improve the work environment, but will not cover issues that are subject to collective bargaining. "From those ideas the committee will develop programs that work," says Laura. "Some areas we've been asked to consider include elder care, educational services for children, on site (and offsite) child care, stress reduction and group discounts for computers, along with employee art displays," notes Laura.

Through *BARTalk*, WPP is conducting a survey (below) to gather ideas from BART employees. The survey should be returned by June 13 to the WPP c/o the Real Estate Services Department. Ideas may also be submitted by calling extension 6890 at any time. This is a message-only line; callers should leave their name, suggestion and how and when to be reached. The WPP will begin its research and evaluation process once surveys have been received (mid-June). **b**

Work & Personal Practices Survey

Name _____

Tel. No. _____

Work Hours & Location _____

Now is the time for your ideas.

What would you like the WPP Committee to consider?

Daughters *continued from page 4*

of Transportation and System Service, Sharon Fagan of Training and Development, Debbie Faniel of Budget & Business Management and Emily Ingram of Marketing. "They took time to sit with the girls and urge them to talk about themselves to reinforce their self-esteem," said Fannie. "They were all professional and very encouraging."

Thanks also to the panel members: Barbara Loughry, Vivian Faye, Paula Fraser, Susie Kimball, Martha Taylor, Lisa Moland, Rebecca McCord, Annette Young-Taw, Molly Murphy, Lily Wong, Sharon Umene, Lisa Gorrell, Nancy Thinner, Darlene Cummins, Gale Moses, Kim Garner, Edith Fulgado, Mae Meidav, Crystal Odum, Maureen O'Connor, Minna Green, Mary Vinella, Linda Vasquez, Sharon Burton, Pam Kessinger, Nancy Rice, LaToya Ward, Gabrielle Middleton, Helen Guerra, Ruth Jones, Maria Velasquez, Mechelle Blanson, Pat Hoar, Diane Fletcher and Linda Mallory.

Those daughters who did not attend the formal program mentored with their parents or other BART employees elsewhere around the District. BART employees serving as mentors invited daughters to observe them at work and answer their questions about their jobs.


Karen Hill in Technical Resources mentored Anita Sanchez's 11-year-old daughter, Laura. "She was interested in being a writer, so I showed her what I did in preparing a pamphlet and a brochure," said Karen. "I also put together an information kit, answered her questions about my job and recommended a couple of books that have inspired me to be a writer. It was a good experience for both of us."

Anita Orr in Government and Community Relations hosted four middle school students from The New School in Oakland. "They spent an hour in the BART Police Department, then helped me put together tour packets for visitors from the Korean national rail system," said Anita. "They also spent a lot of time on the computers."

Rolling Stocks and Shops in Richmond hosted 31 daughters aged 7 to 17 to learn about the inner workings of servicing and repairing BART's transit vehicles. "This was the largest turnout yet," said Mike Turner. (Employees and daughters pictured below)

The day-long event included an electronics display and a contest to identify tools used on the job. "Two daughters got everything right," recalled Mike. The program also included tours of the Richmond Tower, rides on the high railer and BART cars, a film on BART and a slide show by Karen Oliver about the Richmond Shop.

"They also got a chance for hands-on experience in the pit helping with preventive maintenance on BART cars," said Mike. Daughters and their parents enjoyed pizza and soda and received BART hats and t-shirts as souvenirs. "At the end of the shift, a lot of them didn't want to leave," said Mike. Thanks to Shop Manager Tamara Allen and event organizers Mike Turner, Glenda Jennings, Holger Berthelson, Angie Cannon and Roger Henderson.

The next event for children of BART employees is "Take our Sons to Work Day," scheduled for Tuesday, August 12. "We're looking for men to volunteer as group leaders and as panelists," says Fannie. Anyone interested in helping out for the sons event can call Fannie at 464-6732 or Michelle Cohen at 464-7528. 



FOR SALE!

Baby crib, like new, perfect condition, ash wood, natural color, w/clean like new mattress & comforter. This is a very nice crib set, originally cost \$400. Will sell for \$250. Call Dennis at ext. 2537 or evenings at 510/929-3697.

JUST IN TIME FOR TRAVELIN'

1989 Blue Dodge Caravan. Approx. 87,000 mi., AT, PW, PL, Tilt, Cass., etc. \$4,300. Call Liz at ext. 6336

FOR SALE!

Two bdrm., 2 1/2 ba. townhome, one-car attached garage, Indry. rm., firepl., garden win., all new light oak cabinets thru out, new tile counter tops, light & bright thru out, completely remodeled (\$22,000 worth of remodeling free), like brand new, 1250 sq. ft. Only \$120,000. Lease/Option to buy w/monthly credit of \$350 toward closing or down. Call Carol at ext. 6125 or after 6 p.m. at 510/237-4738.

CABIN FOR RENT

Two blocks to private beach & horse area (paddle & row boats, slide off dock). Nearby lakes for boating, fishing and river rafting. Historic parks and caves nearby. Snow ski in winter. Fully equipped, sleeps 8. \$150 wknd., \$50 wkdy., \$300 wk. Call Sue at ext. 2518 or 828-4636.

Spring cleaning? Time to clean out those drawers, closets and garages!

BARTalk's Trash and Treasures column offers you an opportunity to pick up some extra cash for those unwanted items you no longer need. Send your ads—no telephone calls—to Trash & Treasures, BARTalk, LMA-1 or Fax to 464-7103.

BARTalk

A publication for and about the employees of the San Francisco Bay Area Rapid Transit District

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